



TENNESSEE

KNOX COUNTY

Knox County Schools
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Program Overview

The mayor of Knox County initiated an effort to implement the Teacher Advancement Program (TAP) in Knox County to improve school performance. Knox County Schools, with support from a local foundation called the Great Schools Partnership, piloted TAP in three schools during the 2006–07 school year, and added a fourth school to the pilot in the 2007–08 school year. The participating schools are Pond Gap Elementary, Holston Middle School, Northwest Middle School, and Lonsdale Elementary School. The pilot is funded by Knox County and the Great Schools Partnership, a charitable trust that funds educational innovation and research projects in Knox County. At least 75 percent of school staff must agree to participate in the program for a school to participate.

The TAP model used by Knox County Schools follows the national model, which consists of four main components: multiple career paths; ongoing, applied professional growth; instructionally focused accountability; and performance-based compensation. As part of the new career path, the district provides mentor and master teachers with annual stipends of \$2,500 and \$6,000, respectively. Master and mentor teachers are responsible for conducting classroom observations to evaluate teachers each year and hold them accountable for their instruction. The professional growth component of the program involves weekly meetings of teachers in the same grade level or subject area. The performance-based compensation consists of bonuses of up to \$3,500 per year with 50 percent of the award based on teacher evaluations, 30 percent based on individual classroom learning gains, and the remaining 20 percent based on schoolwide learning gains.

Program Information

- [Teacher Advancement Program](#)
- [Great Schools Partnership](#)
- Knox County [School Board Minutes, June 18, 2007](#)



Select Articles and Reports

- *Knoxville News Sentinel* (October 14, 2008). [School Superintendent Evaluation Criteria Discussed.](#)
- Knox County Schools (July 21, 2008). [Board of Education Approves Budget](#)
- Great Schools Partnership & Knox County Schools (March 24, 2008). [Workforce + Education = Future: A Report on the Workforce Development & Education Summit](#)